



**Canada -  
Newfoundland and Labrador  
Labour Market Agreement  
for Persons with Disabilities**

**Report 2006 - 2007**

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## **Introduction**

The Government of Newfoundland and Labrador is pleased to present the Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities (LMAPD) Report 2006-2007.

This document is the third report on the LMAPD and continues to build on the information provided in our earlier reports on the activities cost-shared with the federal government under the Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities (LMAPD). The LMAPD is the successor agreement to the Canada-Newfoundland and Labrador Employability Assistance for People with Disabilities (EAPD) Agreement and came into effect April 1, 2004. This agreement originally had effect from April 1, 2004 to March 31, 2006 and has been extended for an additional year to March 31, 2007.

This report, like the previous reports, provides objectives, descriptions, target populations and planned expenditures for programs and services funded under the LMAPD and includes statistical and financial information on programs and services. An effort has been made to provide a greater level of understanding as to the impacts of services and programs delivered under the LMAPD and toward this end a number of case studies and success stories have been shared with the reader. Under the Multilateral Framework for Labour Market Agreements for Persons with Disabilities governments agreed to report on societal indicators of labour market participation for adults with disabilities in the province of Newfoundland and Labrador and this information is also provided.

The Canada – Newfoundland and Labrador (NL) Labour Market Agreement for Persons with Disabilities (LMAPD) is working to enhance the labour market participation of persons with disabilities by breaking down barriers to employment, increasing education and training outcomes and improving employment opportunities for people with disabilities. The province of Newfoundland and Labrador is committed to the reduction of poverty and social exclusion for all citizens of the province. Persons with disabilities are vulnerable to poverty and social exclusion. The LMAPD is a significant tool in addressing the needs of persons with disabilities and helping persons with disabilities move out of poverty by providing the resources to help individuals prepare for attain and maintain meaningful employment in the community.

- In 2005-06 Newfoundland and Labrador spent a total of \$11.5 million on programs and services funded under the LMAPD agreement, of which the federal contribution was \$4.6 million.
- There are 14 employment-related programs and services for persons with disabilities funded under this agreement.

- These programs and services are delivered by four (4) departments: Human Resources, Labour and Employment; Health and Community Services; Education and the Public Service Secretariat.
- In 2005-06, 6,252 clients were served under programs and services funded under LMAPD.
- In 2005-06, 1,104 individuals reported obtaining or maintaining employment as a result of a program or service, where this indicator was relevant for the program or service being offered.

## **Background**

In December 2003, Federal/Provincial/Territorial/Ministers Responsible for Social Services approved the Multilateral Framework for Labour Market Agreements for Persons with Disabilities. The goal of the new agreement is to improve the employment situation for persons with disabilities within Newfoundland and Labrador. This goal will be fulfilled through the pursuit of the following three objectives: enhancing the employability of persons with disabilities, increasing the employment opportunities available to them, and building on the existing knowledge base. Additionally, governments have identified the following five priority areas for action: education and training, employment participation, employment opportunities, connecting employers and persons with disabilities and building knowledge. The LMAPD is the successor agreement to the Canada-Newfoundland and Labrador Employability Assistance for People with Disabilities (EAPD) Agreement and came into effect April 1, 2004. This agreement had effect from April 1, 2004 to March 31, 2006 and was extended for an additional year to March 31, 2007.

## **Societal Indicators**

Newfoundland and Labrador, is represented by a diverse population of working-age persons with disabilities that have a variety of skills, abilities and needs. More than 10% of the population lives with a disability. Our province and our communities are enhanced by the diverse perspectives, skills and talents that citizens with disabilities contribute. The community of persons with disabilities provides input on issues related to disability and strong partnerships have been developed between stakeholders and government providing opportunities for collaboration on initiatives to promote the full inclusion of persons with disabilities. The development of the Multilateral Framework for Persons with Disabilities also provides an opportunity to strengthen our programs and services. Over the course of this agreement government continues to engage the community to review current programs and services and to identify new initiatives in an effort to ensure the effectiveness and efficiency of existing services and to respond to gaps in service.

As part of the ongoing effort of government to provide information to its citizens on programs and services provided under the LMAPD, a number of societal indicators of labour market participation have been identified. Common indicators include:

1. Employment rate of working-age persons with disabilities;
2. Employment income; and
3. Education attainment.

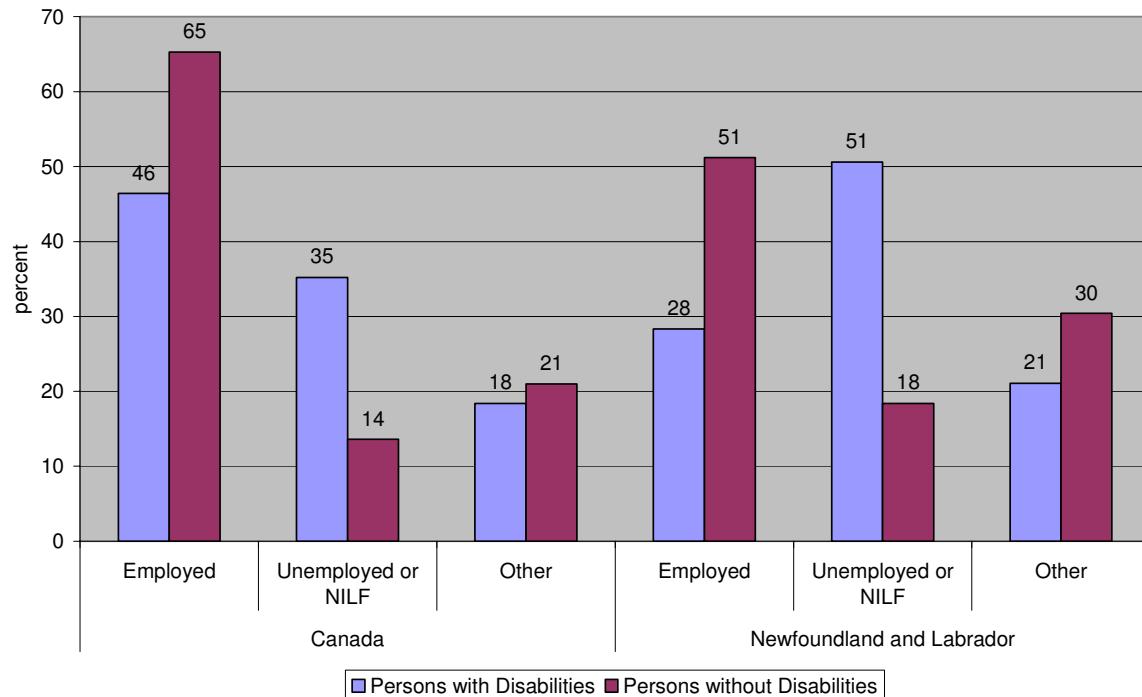
The 2004 baseline report presented societal indicators using data from the Participation and Activity Limitation Survey (PALS), Canada's principal source of detailed statistical information about disability issues. PALS was first conducted in 2001 and again following the 2006 census. The data from PALS, 2006 are not available for reporting at this time. This year's report uses the Statistics Canada survey, the Survey of Labour and Income Dynamics (SLID), to present societal indicators. SLID is conducted annually and provides information about income, employment, education and other topics for the adult Canadian population. While basic statistical patterns for education, employment and earnings shown by PALS and SLID are consistent, differences in the two surveys prevent precise comparison of their results.

Information from SLID, 2004 is tabled below. As the table below indicates, working-age persons with disabilities had an employment level of 46% nationally. A total of 35% of adults with disabilities reported as being unemployed or not participating in the labour force and 18% reported having a change in their labour market status during the year and are recorded as "Other" in SLID<sup>1</sup>. For the same period, working-age persons with disabilities in Newfoundland and Labrador had an employment rate of 28% and 51% reported being unemployed or not participating in the labour force. A total of 21% of those responding from Newfoundland and Labrador reported a change in their labour market status as designated by "Other". For both Newfoundland and Labrador and Canada, the employment level of persons with disabilities was significantly lower than for the population of persons without disabilities.

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<sup>1</sup> Labour market status is reported using a variable from SLID signifying annual labour market status. That is, individuals are considered "employed" only if they are employed for the entire year and similarly for those unemployed and not in the labour force. People who are employed for only part of the year or who experience other changes in their labour market status are included in the "other" category. This approach provides a conservative or somewhat understated picture of overall employment experience.

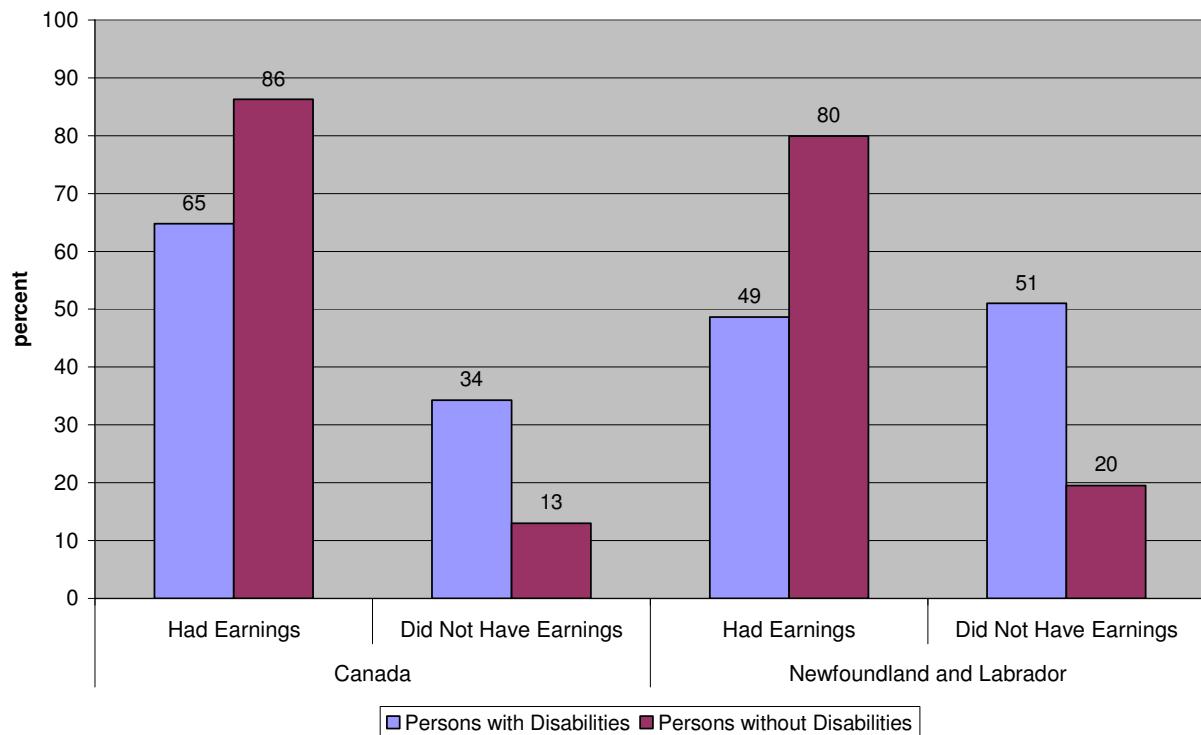
**Employment 2004**



Source: SLID 2004

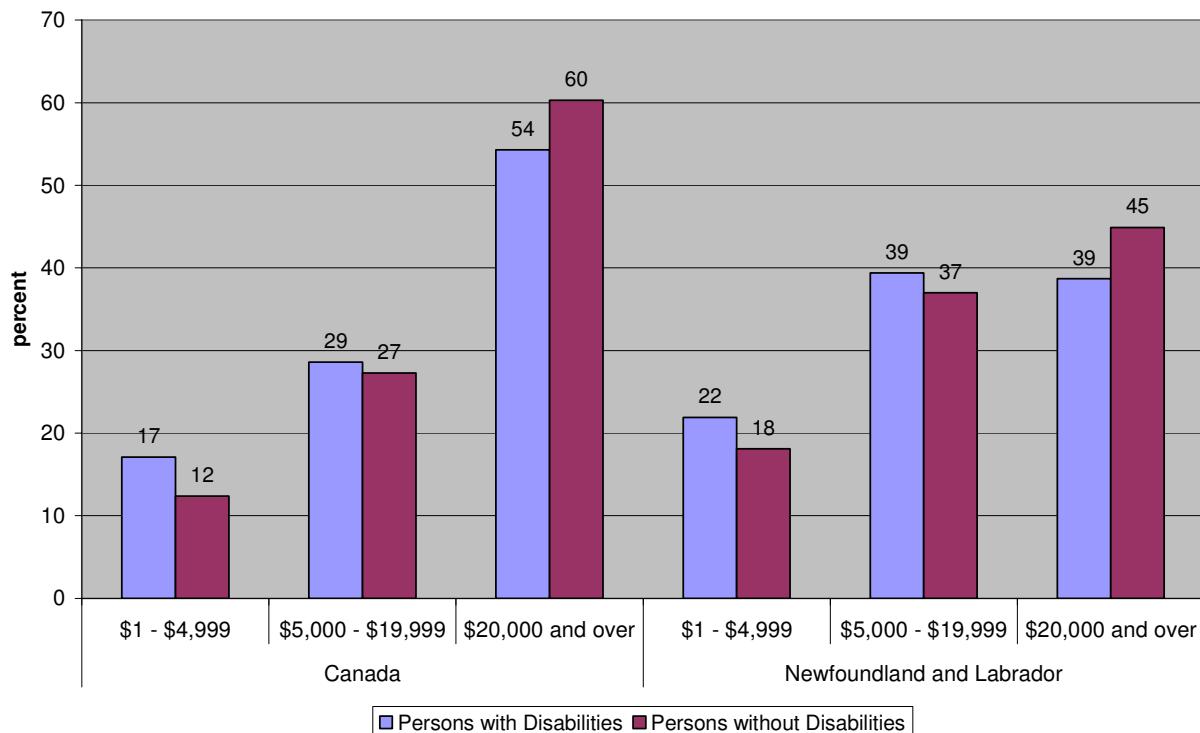
Adults with disabilities in Canada are more likely to report having no employment income than their counterparts without disabilities (34% compared to 13%). For Newfoundland and Labrador, the numbers of adults reporting no employment income were 51% and 20% respectively for persons with disabilities and their counterparts without disabilities. Both in Newfoundland and Labrador and in Canada generally, income level is a significant issue for all individuals with disabilities. Among those persons with disabilities who are employed nationally, 46% report incomes below \$20,000. In Newfoundland and Labrador 61% of persons with disabilities who were employed earned less than \$20,000.

### Earnings 2004



Source: SLID 2004

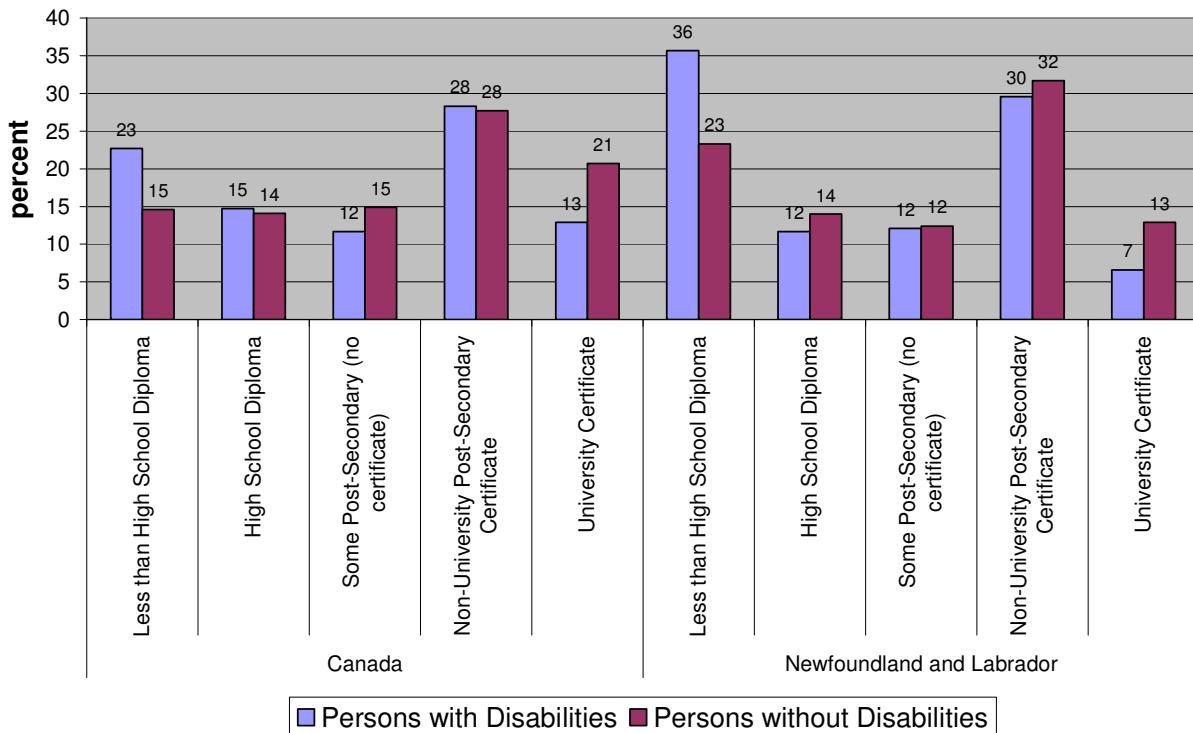
**Earnings Level 2004**



Source: SLID 2004

According to SLID, working-age adults with disabilities are more likely to have lower levels of education than those without. In Canada 13% of persons with disabilities have completed university, in Newfoundland and Labrador the number is 7%. More Canadians with disabilities (68%) reported having completed high school or greater compared to those from Newfoundland and Labrador (61%). Thirty-six percent of the adults with disabilities from Newfoundland and Labrador indicated that they had not completed high school compared to 23% for Canada. Literacy is a significant factor for individuals with disabilities.

### **Education 2004**



*Source: SLID 2004*

The data from SLID for 2004 reported on in this report continues to enhance our understanding and knowledge of the many ways in which disability affects the lives of persons with disabilities. The data, which has been reported on education, income and employment, reflects the challenges which continue to be faced by persons with disabilities in pursuing full participation in society. The Province will use this information to focus programs and services. The positive effects of our efforts to respond to the needs of persons with disabilities will result in increases in the labour market participation of persons with disabilities and improved social and economic well-being.

### **Programs and Services**

The Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities (LMAPD) provides cost-shared funding for a range of provincially-delivered programs and services that enhance the labour market participation of working-age adults with disabilities. These programs and services provide the skills, experience and related supports necessary to prepare people with disabilities for employment or to help them retain employment.

In Newfoundland and Labrador, the Departments of Human Resources, Labour and Employment, Health and Community Services, Education, and Public Service Secretariat provide programs and services to assist persons with disabilities. In addition, government partners with third-party agencies to provide programs and services. Interventions to improve the employability of persons with disabilities are provided in response to individual need. As such, interventions to assist with employment preparation and attachment to the workforce, or to address vocational crisis tend to vary in intensity and duration.

The LMAPD Annual Plan for 2006-07 is attached as Appendix A. The Annual Plan provides information on the individual program objectives, descriptions, target populations and planned expenditures for the 2006-07 fiscal year funded under this agreement.

## **Service Delivery**

### **Human Resources, Labour and Employment**

Funding provided under the LMAPD provides for a range of services and programs to assist individuals with disabilities to acquire the skills, experience and supports necessary to successfully prepare for, obtain and maintain employment. Clients are provided with services and supports needed to pursue post-secondary education through the Training Services Program. Individuals are supported in employment through the Supported Employment Program. Clients with disabilities are provided with access to job search and on-the-job training through community partnerships under the Grants to Community Partners Program.

The Training Services Program provides supports and services to eligible individuals with disabilities who wish to pursue post-secondary training or employment as part of an employment plan collaboratively developed with professional staff of the Department of Human Resources, Labour and Employment. Benefits and services available include: the provision of living allowances during the period of training; transportation costs to attend a post-secondary institution; tuition and student fees; text books and disability-related supports, such as: interpreters and/or tutors. In addition, active programs such as employment counseling and assessment, employment planning, pre-employment training, skills training, the provision of technical aids and other supports assist individuals obtain access to job opportunities and training.

The Supported Employment Program works in partnership with community employment groups to develop employment opportunities for people who have a developmental disability. The Supported Employment Program provides the necessary support to allow individuals with developmental disabilities to participate in meaningful, integrated employment in the community. Supports range from orientation and work analysis, to full-time support from a co-worker to ensure that the required duties of the job are completed to the satisfaction of the employer. The type of employment options which may be supported include: individual-

supported employment in the labour force; contractual employment; self-employment and small business development.

The Department of Human Resources, Labour and Employment provides funding to a number of community partners to provide services and supports to eligible individuals with disabilities which are consistent and compatible with the mandate of the Department of Human Resources, Labour and Employment and the goals and objectives of the Division of Career, Employment and Youth Services. These community partners deliver services which assist individuals with disabilities prepare for, attain or maintain employment. Services include information and referral to appropriate services and programs, assessment, employment and career counseling, skills training, and provision of technical aids and other enabling supports.

## **Education**

The Department of Education provides funding to post-secondary institutions to support the participation of students with disabilities in education and training programs. Post-secondary institutions offer assessment and training interventions focused on removing disability-related barriers in post-secondary training environments. Students with disabilities are provided support while in training and on job sites. Assistive and adaptive technologies, attendants and tutors may be provided to enable persons with disabilities to participate and complete post-secondary training. These services enhance students' capacity to participate and compete in post-secondary training and in the labour force.

## **Health and Community Services**

The Department of Health and Community Services provides funding to a variety of community agencies to support individuals with disabilities, and to Regional Health Authorities to support persons accessing addictions services. Activities include: rehabilitative services to help an individual adapt to a disability and address barriers to meaningful participation in society; including employment; supports to enable adaptation to work environments; assistance with maintaining health, technical aids and housing; training, employment preparation and employment counseling; support to find and maintain employment; helping adults access services that would help them prepare to enter and continue involvement in the labour force; and rehabilitative supports to persons who are working.

## **Public Service Secretariat**

Public Service Secretariat delivers the Opening Doors program which provides opportunities for individuals with disabilities to obtain employment within the province's public service. In addition, Opening Doors provides information, advice and training, on issues related to the employment of individuals with disabilities, to directors of human resources, managers, supervisors and executives within the provincial public sector. Opening Doors also operates a Career Resource Centre that provides a wide range of accessible employment assistance services.

## Results

The following tables include program results and the total expenditures on programs eligible under the EAPD initiative in 2002-2003 and 2003-04, and expenditures for 2004-05, 2005-06 and projected expenditures for 2006-07 respectively under the LMAPD, as well as the Canada and Newfoundland and Labrador contributions.

### **Expenditures**

<b>Table 1</b>					
<b>Newfoundland &amp; Labrador Labour Market Agreement for Persons with Disabilities Report - 2006-2007</b>					
<b>EXPENDITURES</b>					Projected 2006-2007
Program Services	2002-2003	2003-2004	2004-2005	2005-2006	
				Un-audited	
Human Resources,	\$6,977,406	\$6,748,236	\$6,855,600	\$6,916,600	\$7,341,600
Labour & Employment					
Education	\$543,537	\$543,537	\$ 543,537	\$543,537	\$543,537
Health & Community Services	\$1,333,810	\$1,333,810	\$1,270,811	\$1,270,811	\$1,270,811
Public Service Secretariat	\$2,200,00	\$2,200,000	\$2,835,000	\$2,837,100	\$2,837,100
Provincial Contribution	\$6,944,753	\$6,715,583	\$6,925,794	\$6,988,894	\$7,413,894
Government of Canada Contribution	\$4,110,000	\$4,110,000	\$4,579,154	\$4,579,154	\$4,579,154
Total Expenditures	\$11,054,753	\$10,825,583	\$11,504,948	\$11,568,048	\$11,993,048

### Program Results

<b>Human Resources, Labour and Employment</b>	<b>2001-2002</b>	<b>2002-2003</b>	<b>2003-2004</b>	<b>2004-2005</b>	<b>2005-2006</b>
<b>Training Services Program</b>					
Number of people participating in programs and/or services	<b>180</b>	<b>265</b>	<b>269</b>	<b>347</b>	<b>283</b>
Number of people employed as a result of a program and/or service	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Supported Employment Program</b>					
Number of people participating in programs and/or services	<b>1800</b>	<b>1800</b>	<b>1800</b>	<b>1000</b>	<b>1399</b>
Number of people employed as a result of a program and/or service	<b>510</b>	<b>574</b>	<b>554</b>	<b>601</b>	<b>675</b>
<b>Grants to Community Partners</b>					
Number of people participating in programs and/or services	<b>473</b>	<b>473</b>	<b>564</b>	<b>347</b>	<b>485</b>
Number of people employed as a result of a program and/or service	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>117</b>
<b>Public Service Secretariat</b>					
Number of people participating in programs and/or services	<b>1,079</b>	<b>1,133</b>	<b>1,228</b>	<b>1,317</b>	<b>1,196</b>
Number of people employed as a result of a program and/or service	<b>71</b>	<b>58</b>	<b>61</b>	<b>48</b>	<b>62</b>
<b>Education</b>					
Number of people participating in programs and/or services	<b>141</b>	<b>178</b>	<b>234</b>	<b>331</b>	<b>316</b>
Number of people employed as a result of a program and/or service	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Health and Community Services</b>					
Number of people participating in programs and/or services	<b>2,676</b>	<b>2,825</b>	<b>2,930</b>	<b>2,773</b>	<b>2,573</b>
Number of people employed as a result of a program and/or service	<b>202</b>	<b>179</b>	<b>249</b>	<b>330</b>	<b>250</b>

NOTE: Some people may be included more than once as a result of having participated in more than one type of intervention.

N/A – Information on this indicator is not available.

## **Successes**

### **The Employment Equity and Strategic Initiatives Division**

The Employment Equity and Strategic Initiatives Division of Executive Council, Government of Newfoundland and Labrador receives partial funding for the operation of its programs and services from the Canada – Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities.

The Division has as its mandate to build a public service that is inclusive of persons with disabilities. To achieve this mandate, the Division operates a number of programs and services including:

- **Opening Doors Program** – comprises 75 full-time, permanent positions, designated for persons with disabilities, located throughout the provincial public service.
- **Targeted Wage Subsidy Initiative** – provides wage subsidies to provincial government departments that hire persons with disabilities into contractual work experience opportunities.
- **Student Summer Employment Program** – offers post-secondary students with disabilities career-related work experience in their field of study providing practical skills and knowledge to prepare them for future entry into the labour market.
- **Enabling Resource Centre** – provides practical job search assistance and employment counselling to clients with disabilities.
- **Services to Management** - delivers workshops to provincial government managers and provides consultative advice and guidance on human resource issues and job accommodation information related to the employment of persons with disabilities.

### **Case Studies**

The following personal stories illustrate how programs and services that have received funding from Labour Market Agreement for Persons with Disabilities (LMAPD) have helped individuals with disabilities to live and work in their communities. Each story is unique and helps illustrate the value this program provides in helping individuals with disabilities acquire and maintain employment.

## **Supported Employment in Rural Newfoundland and Labrador:**

### **Barbara**

My name is Barbara. I co-own a craft business with my friend Brenda called B & B Crafts. We have run our business with the support of Genesis Employment Corporation and our job coaches for more than seven years.

I have really enjoyed owning my own business and coming to work every day. Because of my business I have a reason to get up in the morning. It gives me extra money, has made me feel better about myself, and has given me the opportunity to be a bigger part of my community.

I have also had opportunities to be a part of helping the Supported Employment Program in my Province. I have been a part of a committee, spoken at conferences and made a video with Supported Employment Newfoundland and Labrador. I have also represented my Province along with my partner at a national conference in Winnipeg about how we are doing with Supported Employment in our Province. My business means so much to my life. Employment makes my life better.

## **Opening Doors Instrumental in Achieving My Dream**

### **Lisa**

It has always been a dream of mine to work in the provincial public service and make valuable contributions to the social and economic life of the province. The Opening Doors Program has assisted me over the years in achieving this dream.

I first became aware of and registered with the Opening Doors Program during my first year of studies at Memorial University in 2001. I had just finished final exams and had moved back to my hometown to find a summer job when I was offered a Student position through their Student Summer Employment Program. I was employed for two consecutive summers through that program which enabled me to gain valuable experience working in a government setting and dealing first hand with the public.

Over the next few years, I focused on completing my university degree and completed my Co-op work-terms with ACOA. I graduated from Memorial University with a Bachelor of Commerce Honours Co-operative Degree in May 2005 and decided that I wanted to pursue as a career in economic development. A few days before my convocation, I had an interview and was successful in a competition for a contractual work experience opportunity through the

Targeted Wage Subsidy Initiative of the Opening Doors Program. I was so happy and excited  
**Lisa (con't)**

to be offered a position that corresponded to my education and career goals.

This contractual opportunity with the Department of Innovation, Trade and Rural Development has allowed me to enhance my skills in the area of international trade and new trade development initiatives. I cannot express how grateful I am to have had the opportunity to work with such talented and supportive individuals. During my contractual employment, I received an employment opportunity outside the Opening Doors Program with the Department of Innovation, Trade and Rural Development and look forward to working and contributing to the success of the Department's initiatives.

Opening Doors has been instrumental in assisting me make my initial move from post-secondary education to employment in the public service.

### **Breaking Down Barriers**

#### **Danny**

After working for eight years as a retail clerk, I decided that it was time to return to school and further my education. I decided to pursue a career in Social Work since I have always enjoyed helping people through volunteering and felt that this would be a natural choice. So, at the tender age of twenty-six, I set off for Memorial University. The next several years offered many challenges, but I applied myself and pursued my goal.

Upon graduation in 2001, I was offered a temporary position with Health and Community Services Eastern Region in the Community Support Services program area. I enjoyed this experience immensely but quickly realized that working in a rural setting can be quite a challenge for a visually impaired person. This is especially true when conducting home visits on a regular basis is a requirement for the position.

Just before that position was about to end, I received a call from the Opening Doors Program informing me that the provincial Department of Health and Community Services was looking to hire a Social Worker through the Opening Doors Targeted Wage Subsidy Initiative. Interviews were arranged for the position and a few days later I was offered the job. To my delight, this position eventually became permanent - I was interviewed for it and was the successful candidate. Since that time, I have applied on other positions within the Provincial Government and I am currently working in a management position as a Legislative Analyst with the Department.

The sense of stability my position provides has allowed me to pursue Graduate Studies. I anticipate convocation with my Masters of Social Work in April, 2007. This will enable me to

pursue private practice interests while maintaining my current position.

**Danny (con't)**

I receive a great deal of job satisfaction from my position. My work has assisted many people in piecing their lives together and answering many questions. Words cannot explain the feeling of accomplishment this provides. Without the assistance of the Opening Doors Program, I would not have had the opportunities I now possess. Through hard work and dedication, people like you and I can help this program by showing employers what people with disabilities are capable of doing and breaking down the remaining barriers.

### **CNIB Provides Valuable Support**

**Jane\***

Jane is 23 years old with congenital nystagmus and astigmatism; she has partial vision and is considered legally blind. She has been supported by CNIB since childhood. This young lady resided in a very remote area of the province. During high school, she and her mother were invited to attend a CNIB public information session at the local High School. At this event, they were exposed to many services of CNIB including: Counseling, Orientation and Mobility, and importantly in this case, numerous low vision aids and technology aids, which would play an important role in this young lady's life.

After this event, while in her final years of High School, CNIB worked with her to obtain the necessary visual aids and technical support (e.g. a Closed Circuit TV, which is an electronic magnifier), to enable maximum participation and learning. At graduation her scholastic success was recognized with a Governor General's award for high academic achievement.

Recognizing this young lady as very high potential, and realizing the emotional impact of contemplating leaving the comfort of a small rural community to seek post secondary education, CNIB staff kept very close contact with Jane and her family throughout the transition.

After High School she moved to a larger city within the province and enrolled in a post secondary institution. CNIB worked very closely with her, as well as with various teaching staff at the institution to ensure accommodation and education regarding various required supports to enable this young lady to realize her potential.

Once again she was very successful academically and upon completion of the program in office administration, she was hired part time by the college which trained her. In 2006 she was hired full time at the same college. CNIB staff conducted an assessment of her workplace needs and identified the accommodations she required to find employment. The support with accommodations will assist her on an ongoing basis as her duties change and new solutions are

required to enable her to succeed in her positions.

**Jane (con't)**

Jane is an excellent example of a person living with vision loss who, with appropriate supports, advocacy and accommodation is able to maintain independence and remain a very productive member of society.

**John\***

John is 27 years old and was born with a congenital eye condition which, over time resulted in the need for a prosthetic eye; he also has low vision in the remaining eye and is considered legally blind. He has been supported by CNIB since childhood.

Throughout his lifetime John has received many services provided by CNIB, including orientation & mobility training and assistive devices and technology support. He has also taken advantage of opportunities available to those with vision loss. An example of this is his attendance at a CNIB/Gretzky Foundation SCORE Camp, which is a national camp that enables youth living with vision loss to interact with others of like-challenge. At SCORE camp youth living with vision loss are exposed to the latest in assistive computer technologies and through experiential learning, gain confidence in their abilities to succeed and live full productive lives.

As an example of utilization of assistive devices, John uses numerous devices including a monocular telescope and Zoomtext computer technology adaptation.

After high school, and with CNIB assessment and guidance, he received funding from the Department of Human Resources, Labour & Employment to attend university outside of our province, where he successfully completed a degree program in Communications.

After several part time positions, as of 2006 John is currently employed full time in the media industry in Newfoundland. He remains an active client with CNIB, where he continues to avail of CNIB services to maximize his abilities.

**Susan\***

Susan is a 47 year old lady who was referred to CNIB from an ophthalmologist for Low Vision assessment in 2003 and, as her vision loss increased, again in 2006. Susan's vision loss is due to diabetic retinopathy, and although she maintains some vision, she is fearful of losing her sight totally; she is also very concerned about maintaining competencies required for her full time employment. She understands that her vision loss may continue to increase over time, and she wants to know all that she can, to ensure maximization of abilities and maintenance of

independence. Our counseling service helped this lady overcome the emotional impact of vision **Susan (con't)**

loss and proceed with her rehabilitation plan.

Through exposure to, and utilization of assistive aids and adaptive computer technologies, Susan is able to maintain her abilities and skills, thereby enabling her to maintain full time, productive employment. She benefits by the use of several magnifiers and Zoom text computer technology in her daily work, which involves administration and computer work.

The relationship which Susan maintains with CNIB enables her to maximize her abilities today, and exposes her to the potential for future further adaptations, should her vision loss continue to increase.

With an aging population and the increased incidence of diabetes, Susan is an excellent example of how much can be achieved in terms of maximizing abilities and taking a proactive approach to prepare for future possibilities.

Note: \* These case descriptions are actual cases with fictional names to protect the identity of the individuals.

## **Conclusion**

This report continues our long tradition of working in collaboration with the federal government to address the issues affecting persons with disabilities. In April 2004, the Governments of Newfoundland and Labrador and Canada signed the Labour Market Agreement for Persons with

Disabilities (LMAPD). In March 2006, the LMAPD was extended for another year. The LMAPD confirms the commitment of the Government of Newfoundland and Labrador and Canada to work towards ensuring that Newfoundlanders and Labradorians with disabilities can participate successfully in the labour market. This report continues to build on and describes the important programs and services that are funded under the LMAPD in the province to help persons with disabilities integrate into the workplace. It outlines provincial objectives, program descriptions, target populations and planned expenditures intended to increase the employment opportunities and enhance the employability of Newfoundlanders and Labradorians with disabilities.

The Government of Newfoundland and Labrador continues to work in partnership with the Government of Canada and the community on approaches to best meet the needs of persons with disabilities and to achieve the objectives of the LMAPD.

## APPENDICES

**Appendix A**

**Province of Newfoundland and Labrador**

**April 2006**

**Canada-Newfoundland Labour Market Agreement for Persons with Disabilities**

**ANNUAL PLAN 2006-07**

The Annual Plan provides an overview of the provincial programs and expenditures that are being submitted for cost sharing under the terms of the Canada-Newfoundland Labour Market Agreement for Persons with Disabilities. The Plan contains the following components:

- A. Departmental Program Expenditure Summary
- B. Provincial Financial Summary

*Canada-Newfoundland and Labrador Labour Market Agreement for Persons with Disabilities (LMAPD)  
Report 2006-2007*

Labour Market Agreement for Persons with Disabilities Annual Plan – 2006/2007				
Provincial Department And Agency/Program Services	Departmental Program Expenditure Summary			Shareable Cost Estimate 2006/2007
	Area of Priority	Target Population	Program Description	
<b>DEPARTMENT OF HUMAN RESOURCES, LABOUR AND EMPLOYMENT</b>				
Training Services	<ol style="list-style-type: none"> <li>1. Education and Training</li> <li>2. Building on the existing knowledge base</li> </ol>	<p>Persons with disabilities who wish to pursue post secondary training or employment.</p> <p>In addition, active programs in employment counseling and assessment, employment planning, pre-employment training, skills training, technical aids and other supports assist individuals obtain access to job opportunities and training.</p>	<p>The Training Services Program provides supports and services to eligible individuals with disabilities who wish to pursue post secondary training or employment as part of a collaboratively developed employment plan with professional staff of the Department of Human Resources, Labour and Employment. Benefits and services available include: the provision of financial living allowances during the period of training, transportation costs to attend a post secondary institution, tuition and student fees, text books, disability-related supports such as interpreters and/or tutors.</p>	\$2,124,110
Employment Corporations (co-workers)	<ol style="list-style-type: none"> <li>1. Employment Participation</li> <li>2. Employment Opportunities</li> <li>3. Connecting Employers with Persons with Disabilities</li> </ol>	<p>Persons with developmental disabilities who wish to pursue employment.</p> <p>This program area works in partnership with community groups to develop employment for people who have a developmental disability. Community groups (sometimes employment corporations), through an employment coordinator, work in a particular community to develop jobs for eligible participants. The Supported Employment program provides the necessary support to allow individuals with developmental disabilities to participate in meaningful, integrated employment in the community.</p>	<p>Funding is available to provide the support necessary to allow the individual to experience success in the workplace. Supports available range from orientation and work analysis to full time support from a co-worker to ensure that the required duties of the job are completed to the satisfaction of the employer. The type of employment options which may be supported include: individual supported employment in the labour force, contractual employment, self employment and small business development.</p>	\$4,245,000

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Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2006/2007
<b>DEPARTMENT OF HUMAN RESOURCES, LABOUR AND EMPLOYMENT</b>				
Work Oriented Rehabilitation Centres (WORC)	<ol style="list-style-type: none"> <li>1. Employment Participation</li> <li>2. Employment Opportunities</li> <li>3. Connecting Employers and Persons with Disabilities</li> </ol>	Persons with developmental disabilities who wish to pursue employment.	<p>There are two Work Oriented Rehabilitation Centres, (WORC), in the province located in Lewisporte and St. John's. These agencies provide job placement services and employment training for adults with developmental disabilities. These agencies also provide work related opportunities prior to employment in the community. Individuals can apply directly to the organization or to the local office of Human Resources, Labour and Employment.</p>	\$403,690
Newfoundland Coordinating Council on Deafness (NCCD)	<ol style="list-style-type: none"> <li>1. Education and Training</li> </ol>	Persons with disabilities who wish to pursue post secondary training or employment.	Funding is provided to NCCD for the provision of educational support services for postsecondary students who are hard of hearing or deaf. Services provided to individuals include vocational counseling, tutorial services, note-taking services, orientation services and provision and maintenance of personalized assistive listening devices and accessories.	\$42,000
HRLE Administrative Services	<ol style="list-style-type: none"> <li>1. Education and Training</li> <li>2. Employment Participation</li> <li>3. Employment Opportunities</li> <li>4. Connecting Employers and Persons with Disabilities</li> <li>5. Building on the existing knowledge base</li> </ol>	Persons with disabilities who wish to pursue post secondary training or employment.	Funding for the salary and associated costs to deliver the programs and services of the Canada-Newfoundland and Labrador labour Market Agreement for Persons with Disabilities. Funding includes salary costs for Director, Program and Policy Development Specialist, Administrative Officer and Word Processing Equipment Operator.	\$244,800

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Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2006/2007
<b>DEPARTMENT OF HUMAN RESOURCES, LABOUR AND EMPLOYMENT</b>				
Independent Living Resource Centre – Full Steam Ahead	1. Education and Training 2. Employment Participation 3. Employment Opportunities 4. Connecting Employers and Persons with Disabilities 5. Building on the existing knowledge base	Persons with Disabilities who wish to pursue employment.	The Full Steam Ahead (FSA) Project provides opportunities for people with disabilities to prepare for, attain and maintain employment. The project provides information and learning opportunities about the labour force, pre-employment skills development, employment resources, disability related accommodation, rights in the workplace, self-employment and access to generic employment related programs.  Full Steam Ahead assists individuals in making employment choices, weighing out risks, and gaining ownership over their career development. The program supports individuals to get past the barriers and access other employment services to develop career related knowledge and job search skills and acquire paid employment.	\$51,000
Canadian Paraplegic Association (CPA)	1. Employment Participation 2. Employment Opportunities 3. Connecting Employers and Persons with Disabilities	Persons with disabilities who wish to pursue post secondary training or employment.	This initiative provides educational and employment counseling, assessment and placement services for eligible persons with disabilities in three locations throughout the province. Individuals with disabilities are assisted to find and obtain employment placements or access to educational placements that enhance employability.	\$231,000
<b>Total</b>				<b>\$7,341,600</b>

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Provincial Department And Agency/Program Services		Area of Priority	Target Population	Program Description
		Shareable Cost Estimate 2006/2007		
<b>DEPARTMENT OF HEALTH AND COMMUNITY SERVICES</b>				
HCS Addictions Programs				The program of addiction services, funded in part by this agreement is distributed as two program components: (1) Addictions Administration and (2) Addictions Services
(1) Administration	1.Education and Training 2.Employment Participation 3.Employment Opportunities 4.Connecting Employers and Persons with Disabilities 5.Building on the existing knowledge base	The client groups served are persons seeking services because of an addiction.	The Addictions Administration component of the program provides for the salary, support staff, travel and training costs to manage and deliver the addictions program.	\$65,405
(2) Addictions Services	1.Education and Training 2.Employment Participation	The client groups served are persons seeking services because of an addiction.	Professional counselors complete a psycho-social assessment to determine the program recommended for the individual. A range of community based treatment and intervention services are provided to effectively meet the needs of each individual. The services funding provide a range of programs that directly encourage, support and enhance the employment experience of persons grappling with addictions. Some examples of the program activities may include preparatory experiences to participate in the labour force, supports to the individual as they attain and maintain employment and supports in times of job crisis.	\$548,506
Grants to Agencies			The program of grants to agencies provides funding to agencies and focuses on employment support for persons with disabilities. This program provides a range of services that directly supports the employment experiences of persons with disabilities.	The agencies that are funded are: (1) The Canadian National Institute for the Blind; (2) Canadian Paraplegic Association; (3) Interpreting Services of Newfoundland and Labrador.

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Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2006/2007
<b>DEPARTMENT OF HEALTH AND COMMUNITY SERVICES</b>				
(1) Canadian National Institute for the Blind	1.Education and Training 2.Employment Participation 3.Employment Opportunities 4.Connecting Employers and Persons with Disabilities 5.Building on the existing knowledge base	Persons with disabilities who are intending to prepare for, seek and maintain employment or training.	The CNIB is an agency that has existed in this province since 1920 and currently provides services from three service centres: St. John's, Corner Brook and Grand Falls-Windsor. Services funded include: counseling and referral; orientation and mobility training, rehabilitation teaching; technical aids services and transcription (braille and audio) services. The services prepare clients for employment, assist with job retention and support clients enrolled in training programs. The CNIB provides individualized instruction to ensure clients have the mobility required to travel to work, rehabilitation training, the skills required to access print and braille materials, and many other blindness specific services necessary for success in the workplace and/or training programs.	\$344,900
(2) Canadian Paraplegic Association	1.Education and Training 2.Employment Participation 3.Employment Opportunities 4.Connecting Employers and Persons with Disabilities 5.Building on the existing knowledge base	Persons with disabilities who are intending to prepare for, seek and maintain employment or training.	The Canadian Paraplegic Association began its services in Newfoundland and Labrador in 1976 and has provided outcome-result oriented rehabilitation, vocational and employment services to people with physical disabilities since that time. CPA delivers its services through vocational employment counselors in the province who assist clients in the development of realistic attainable vocational goals. The CPA programs work within the following areas and include: personal counseling; mobility equipment; accessible housing; educational and vocational counseling; employment referrals, placement and counseling; transportation; advocacy and public awareness; financial management and injury prevention.	\$100,000
(3) Interpreting Services of Newfoundland and Labrador	1.Education and Training 2.Employment Participation 3.Employment Opportunities 1.Connecting Employers and Persons with Disabilities	Persons with disabilities who are intending to prepare for, seek and maintain employment or training.	Visual Language Interpretation is a mechanism to facilitate communication between deaf or hard of hearing persons and the hearing population of the province. The visual language interpretation service provides services in a variety of settings used by persons who are deaf or severely hard of hearing using American Sign Language (ASL), speech reading and elements of gesture. Interpreting Services are provided by qualified visual language interpreters in areas such as crisis counseling, medical, legal, social services, employment and education.	\$212,000
<b>Total</b>				<b>\$1,270,811</b>

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Departmental Program Expenditure Summary				
Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description	Shareable Cost Estimate 2006/2007
<b>DEPARTMENT OF EDUCATION</b>				
Post-Secondary Programs	1. Education and Training	Persons with disabilities who wish to pursue post secondary training.	In cooperation with the College of the North Atlantic, dedicated staff have been identified at selected campus locations to assist those persons with disabilities through the process of acquiring a post-secondary education. The College adheres to a service delivery model specifically designed to meet the various needs of persons with disabilities during their course of study. At pre-designed stages, College personnel meet with the student and their advocates and any other person or organization deemed necessary to determine the best possible course of action for the student in light of the disability. In late 2006, ten full-time permanent staff specialized in working with students with disabilities were hired at the College of the North Atlantic. In addition, specialized equipment has been purchased such as adaptive technologies for visually impaired students, and technology and adjustable workstations for students with mobility impairments.	\$543,537
Total				\$543,537

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Provincial Department And Agency/Program Services	Area of Priority	Target Population	Program Description
<b>PUBLIC SERVICE SECRETARIAT</b>			
The Employment Equity & Strategic Initiatives Division	<ol style="list-style-type: none"> <li>1. Employment Participation</li> <li>2. Employment Opportunities</li> <li>3. Connecting Employers and Persons with Disabilities</li> <li>4. Building on the existing knowledge base</li> </ol>	Persons with Disabilities who are Employment Disadvantaged.	<p>This program has as its mandate to increase the number of persons with disabilities employed in the Public Service. To achieve this, the Division operates the Opening Doors Program and Enabling Resource Centre.</p> <p>The Opening Doors Program comprises of 75 full-time permanent positions throughout government. These positions are designated for persons with disabilities and limited to members of this employment equity group.</p> <p>The Enabling Resource Centre provides practical job search and career counseling assistance and resources to persons with disabilities.</p>
<b>TOTAL</b>			<b>\$2,837,100</b>

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<b>Departmental Program Expenditure Summary</b>		<b>Shareable Cost Estimate 2006/2007</b>
<b>Provincial Department and Agency/Program Services</b>	<b>DEPARTMENT</b>	
Department of Human Resources, Labour and Employment	Department of Human Resources, Labour and Employment	\$7,341,600.00
Department of Health and Community Services	Department of Health and Community Services	\$1,270,811.00
Department of Education	Department of Education	\$543,537.00
Public Service Secretariat	Public Service Secretariat	\$2,837,100.00
<b>Overall Total</b>		<b>\$11,993,048.00</b>
Provincial Eligible Expenditures cost-shared		\$9,156,735.00
Provincial Expenditures exceeding cost-sharing limit		\$2,836,313.00

1. Areas of priority, as appropriate, have been identified for each listed program or service from among the five priority areas listed in Appendix 1 of the Multilateral Framework for Labour Market Agreements for Persons with Disabilities.